

**Murray School District  
2008-09  
Performance Based Compensation Plan**

**Criteria for Professional Staff Compensation**

Professional staff will receive compensation from the Murray School District Performance Based Compensation Plan upon fulfillment of the following criteria:

- A participating member of a professional learning community focused on standards contained in the Utah State Core Curriculum in a content area that they are responsible for teaching.
- Demonstrated student progress on standards contained in the core curriculum as demonstrated by the administration of common formative assessments (developed by the district or the teachers' professional learning community).
- Satisfactory performance on the professional staff members' most recent evaluation.

In addition, each school shall administer the parent and student version of the Indicators of School Quality survey. Results of the survey will be considered in the development/revision/update of the school improvement plan and the school professional development plan.

**Criteria for Classified Staff Compensation**

Classified staff will receive compensation from the Murray School District Performance Based Compensation Plan upon receiving satisfactory performance on the individual's most recent evaluation.

**Distribution of Funds**

Funding received for the Performance Based Compensation Plan shall be allocated in the following manner:

- 67% to professional staff
  - Teachers
  - Counselors
  - Social Workers
  - Psychologists
  - Speech/Language Pathologists
  - Administrators
- 33% to classified staff
  - Bus Aides
  - Bus Drivers
  - Custodial Staff
  - Lunch Staff
  - Maintenance Staff
  - Media Para-educators

- o Nurses
- o Para-Educators
- o Public Relations
- o Secretaries
- o Technology Staff
- o Warehouseman

Funds will be awarded as follows:

- The total amount available will be divided equally among all individuals who meet the criteria for receiving Performance Compensation within their respective job categories.
- Staff members who are not full time employees will receive compensation equal to the proportion of the day that they work.